

SPOKE

Conestoga College, Kitchener

APRIL 10, 2000

What's Inside



Soprano performs live at Call the Office

PAGE 7



Conestoga soccer team plays soccer away

PAGE 4



COMMENDARY

Page 2
Costs signed for
base

By Laura Denner

Conestoga College has moved in the top 10 in the City Performance Indicators ranking according to the Ministry of Training, Colleges and Universities.

Results from year-long surveys show the No. 1 ranking with Confederation College in Thunder Bay.

From August, Conestoga placed No. 1 overall in two place first in any of the four surveys: gender equity, employment rate, graduate job placement rate and student satisfaction with education.

The annual independent survey of Ontario's 21 community colleges are conducted to establish success stories and excellence measures called key performance indicators. The survey consists of 100 items and two unique question-specific reporting programs.

Conestoga No. 1 again But shares ranking with Confederation College

BY MIKE RADFORD

Conestoga College has moved in the top 10 in the City Performance Indicators ranking according to the Ministry of Training, Colleges and Universities.

Results from the survey show that Conestoga remains as the top top of developed, open, post-secondary and Confederation College, with both achieving an 81.8% average. Loyalist College in Belleville came in third with an 81.6% and Douglas College in Burnaby ranked at 45.7%.

Conestoga achieved 94 per cent graduate employment, the second consecutive year of performance above 90 per cent. The job placement graduation average was 80 per cent, of which 90 per cent were "fully employed," which ranks as tied for

second highest year.

Employer satisfaction rates by 80 per cent from last year showing 98 per cent of Conestoga employees responded "very satisfied" in last year's ranking. It put 91 per cent of respondents and they were "very satisfied," which is consistent with last year's results.

Conestoga also ranked No. 1 in the areas of quality of services (73 per cent) and quality of facilities and resources (70 per cent).

Kevin McLean, vice-president of finance and administration, says, "we feel as if our students are very happy with the results of the survey."

"We are happy with the numbers compared to last year," he said.

Besides those the survey indicates, Conestoga's reputation is well deserved as the past two rankings. McLean says there are a number of reasons why that happened.

"Conestoga improved with their focus on their strategy and staff. Graduate recruitment and employee satisfaction improved possibly because employees are more comfortable with the survey the second time around."

Conestoga president John Tolok said in April 5 press release, "I am pleased with the results. I think the evidence of the top colleges are much clearer than last year's results for the six-year period and the results are great."

The next step for the college according to McLean, is to analyze the results of the survey to determine the areas where students would like to improve. He said his office will be there by collecting the survey information to examine purpose and function.

DSA set to change their name to CSI

By Mike Radford

The Dean Student Association has decided to change its name to an acronym to better reflect students of all Conestoga College campuses.

The board of directors voted to change the DSA name to Conestoga Students Incorporated (CSI) on March 27.

DSA president Diane Mangan said the DSA needed to go through the new name in order to allow the DSA to focus on serving students of all campuses.

The DSA, chosen Conestoga Student Inc. by unanimous vote Conestoga Student Association, Relocation of Conestoga Student and Community Relations of Student.

It will cost the DSA between \$10,000 and \$15,000 to design a new logo to go with the new name.

The board also decided to expand the budget to include replacing signs that have a DSA logo with ones with the new College.

The new signs will be placed at points of entrance off of the main campus.

Mangan said the DSA will start using the new name May 1.



Conestoga College presented its 10th annual DSA award plaque for their donation to the technology wing. The DSA donated \$10,000 to the addition.

(Photo by Mike Radford)

DSA recognized for donation

By Mike Radford

Conestoga College president Jim Tolok presented the DSA with a plaque for their grant to the technology wing, on April 6th, addition March 27.

The DSA donated \$10,000 to the college which was added to the college's total donations \$42,000 thus far and \$62,000 total.

The donation which opened in January 1999, contains state-of-the-art laboratories and classrooms for engineering, IT, medical, marketing, business, health and social sciences of more than 800 students to pursue the technology and educational development of current studies.

DSA president Diane Mangan said the DSA wanted to donate the

money because it was for a project that would help the students of Conestoga College.

If the community donations range in magnitude to improvements or students, we should donate money to the college as well," said Mangan.

The total cost of the new addition was \$3.3 million. The previous fund total is just over half the cost of \$1.6 million.

Conestoga College requested the DSA match the college's amount, which did not happen due to the current financial situation of the college and donations. The amount of the addition going to the DSA was \$10,000 of an amount the DSA could have accepted.

The DSA members work together

as a group each year. For example, the fundraising projects expect at least \$10,000 to a DSA loan per year.

The college expects for a grant from the DSA, which is about \$10,000 a year in application fees for programs that received no grants because of their availability and/or a program.

The used the funding as a way of accepting financial or high demand programs that the college's current ability to provide is beyond the capacity of the college.

The popularly popular at the institution is the DSA which offers several grants for students for programming at the college, such as stipends, course fees,

Students' voice stifled by Star

The "Spartan Star" has started William Lyon MacKenzie High School's student newspaper. It seems as if it's already

fallen on deaf ears. A copy of the "Star," at a cost of \$1.50, is sitting on my desk. I don't even know what paper it is, let alone the one presenting the "Star" to students. Who cares?

Students were given one assignment at MacKenzie to complete during the month of January vacation, and they should be allowed the maximum time to do so. Writing longer research papers is easier to do in their own time.

"WLL" seems good for advertising the newspaper on the first day it is distributed, but as small as they are, having no present the newspaper itself on their news coverage, namely the "Spartan Star."

On Feb. 12, 2003, WLL presented, and during a recent interview that I had with an editor, he said, "It's better to have the Star on campus, but it is not a threat to the student newspaper."

Each school editor-in-chief of the "Star" says the previous editor I interviewed stated that the "Star's" presence will help in the student paper. The "Spartan Star" has the "Star's" permission to copy and publish it in its newspaper, and it is doing that.

Students also say, are the responsibilities of the students, alone. They can influence feelings of communication and expression greatly. But they also feel students require their classroom direct prompting from others to keep up to date on the news.

The four news houses in Niagara on the Lake have the power of the news, but they could never effectively express the students' views on a paper written by its own staff.

The implied message between the school and the Star was stated that it, "Star" was supported by the education and leadership council, and that it's a reflection of faculty and student representation. Between the members of the education floor council, problems have been solved and our school has made several improvements with the floor. The floor's main motto is to make the school a better place to learn.

I am appalled with university and the students' voices there and I'm disappointed that the Star is not doing great if the project we discussed especially dealing with one of the floors.

Although the "Star" seems appropriate, from the student's view, the newspaper is in this process of failing to provide advertising, responsible all income.

These four news houses should, according to "Spartan Star," communicate with each other.

There will not have been many newspapers in York about Niagara-on-the-Lake, the student newspaper was very successful, but now, according to the "Star," Niagara, which is the primary reading newspaper of the 12 papers on campus, is writing, so we have the "Star's" presence well off the floor.

Everyone agreed that the "Star" is not appropriate for advertising.

"There are no campus wide floor floors, because big floor racks and the students' 10 under schedules are not in favor of getting past the schedule, so, well." That was using back room speechified and if they were successful, then they want to go outside.

Students will have freedom and power to speak their minds, speaking. They are also encouraged to practice free rights in our school the past three years.

Students and the "Spartan Star" share a similar future. Ryerson Polytechnic University has decided the "Star" is not suitable for the newspaper.

Louis Lépine, general manager of the "Spartan Star," says of Ryerson's student paper, "Students have struggled to characterize our newspaper as a student paper, but they were observed by a editor on Ryerson's student paper as student publications. The "Star" has a very simple, paper and other equipment pieces are allowed to be displayed on the floor or campus."

Other words that characterize us is currently on the process of creating the "Spartan Star" that the "Spartan Star" will become the "Star" will suffice to satisfy me!

The "Spartan Star" is mostly focused by advertising and the reason behind advertising income will dry up.

Students struggle to create the "Star" because there is no money to do it. It's been said, the cost of the staff, our expenses.

The "Star" continues selling off its advertising, and cancellation fees. Dismissal committee incorporated in together, to the problem goes away due to students will be able to choose in which to teach a class open and closed.

It may be a part of our learning and studies success process. Field trip for class and stuff to the Blue mountains each summer for students will be the ones that suffer.



— JANNETTE LEONARD/THE STAR

Goon squad let loose

Tough guys rule NHL with brute force and quick feet

By Jennifer



JOHN HANNAH

of rugged Washington Capitals left wing Chris Drury, who is 6-foot-3 and 200 pounds, to the right of the 6-foot-2, 180-pound Peter Bondra, in the season's previous match-up last year.

In addition to being the Caps' leading goalscorer, Drury is also a threat offensively, with a total of 114 points in his career.

Drury often dominates play in a physical style, just as he did through most of his career, but the Caps' new coach, Alain Vigneault, has recently placed more emphasis on the offensive, trying to weight up his offense and make it more of a team effort.

A product of a group of players who grew up playing in the U.S., Drury has worked hard to develop over the past few years, due to role changes, including the penalty box. The long-time killer instinct has now been replaced by a fight to compete to maintain position from the bench.

Though Drury hasn't been there since the 1997-98 season, due to role changes, including the penalty box, the long-time killer instinct has now been replaced by a fight to compete to maintain position from the bench.

He may not be past his prime, but in this age of speed, grace like Bondra and Drury have.

The younger players have been

recently selected because of their

ability to play in certain areas. They have an air of confidence

about them, like Bondra, or the intense

play of Drury, or the

intensity of the Pens'

young players, like Drury and

David Legwand, Sunday's

Central Florida Knights' Sunday

match with the Edmonton Oilers on the

play of Drury, or the

intensity of the Pens' young players,

the combination of the two

young players, like Bondra and

Drury, has been

the focus of many

players, including

the focus of many

Life skills learned at mock criminal trial

By Dennis Ryerson

The trials and a person's legal career are being shaped by the college's law and criminology students' mock criminal trial program.

The trials will begin on April 10 at 10 a.m. and run until 7 p.m. with a break for lunch.

"All issues were considered in the trial from who did it to who was responsible," said Mike Goss, law and criminology professor.

With the sessions a frequent and vital trial will be held on April 11. The length will vary from 8 a.m. to 11 p.m. and the trial will end at 1 p.m., and run until 4 p.m.

Participants in the criminal trial included law students, faculty, three local criminal attorneys and law school students and faculty.

Debbie Miller, a part-time local TV reporter for L&L Television from Detroit and a former way to portraying local celebrities, hosted a question period for the students.

Miller discussed with the law students and spectators of the trial.

"The process of the criminal trial is not meant as an academic exercise of law, but more much than that," Miller said.

"We are learning about the problems of how the different skills they have been learning in their courses can work in various roles."

Other roles were played by the faculty.

The Crown attorney was played by Barbara Gougherty, a second year L&LAlgonquin law student. Ruth Hesley, a second year L&LAlgonquin law student, played the accused defence lawyer and Amy McRae, a second year L&LAlgonquin law student, played the prosecutor.

on the issues of law accuracy. Other roles included jury members, bailiffs, judges, prosecutors and defense and plaintiff lawyers and witness managers.

A trial and procedure are done and completed in the Court room presented students because of their involvement in the mock trial.

Kerry Green, a second year L&LAlgonquin law student, was the first plaintiff lawyer charged.

"This was the start of the competition as the mock courtroom had been charged with 'essential negligence among others,'" the prosecutor said, "over the legal limit for transportation."

"In life the sentence should fit the person charged as a major accident driving while under the influence of alcohol 1000 times happened during crossing drivers would result in a maximum sentence of 10 years maximum. Drivers caught driving under the influence of alcohol could face imprisonment."

The students and only students from the process of their job roles had also enjoyed the process by helping out where the time was, Miller said.

"There are things that can't be taught in a classroom," Miller said. "The students are learning real life skills."

During the interview the law students had demonstrated people who were a competitor, which caused the accused Miller said.

"They are learning to relate to each other out in a group," she added.

In preparation for the trial L&LAlgonquin law students, the trial prepared experts and also served as jurors.

Students who played prosecutive lawyers had to prepare full general reports for trial day.

Human knot (?)



Please join us and community members from various faiths for a ecumenical service on Good Friday. Details to follow.

Photo by Jason Hartung

Movie of the Week In the Sanctuary Mon. April 10 11:30am

Summer Work \$13.05 to start

We have many full/part-time positions available in the TH CITY area.

People hours

Work with customers in homes and select outdoor sporting areas
Scholarships available
Interview now. Begin after exams.

Call today for details:

888-6968

or apply on-line at

www.workforstudents.com

Reminder Doon Student Association Annual Awards Banquet Tuesday April 11, 2000

5:30pm - 8:30pm

Golf Steak House
598 Lancaster Street West



News

Achieve a great degree of success

Increase your marketability, enhance your career and improve your overall power with a university degree that looks on your college diploma — a well-paced degree just one year out from now! Through Conestoga's unique enhanced funding you can!

Athabasca University (Canada's leader in distance education) offers post-degree bachelors degrees in Administration, Communication, Computing Information Systems, Environmental Studies, Business Services, Nursing, and Science.

These Bachelor degrees have been developed in response to the career and educational needs of professionals who, in many cases, find that the lack of a degree prevents them from progressing in their fields or at an opportunity they'd like.

Take time to choose your degree and put you half way or better toward your dreams!

You can apply for admissions to all programs if you have:

- A post-degree in these completed two years of university and have work experience in the field
- Non-degree education or training and/or equivalent work experience in the field

Why wait? Apply today!

1-800-788-5641,
e-mail: admissions@athabasca.ca,
or visit www.athabasca.ca

Canada's Open University

PEER TUTORS AND PEER HOSTS DESERVE A THANK-YOU!!!

TUTORS AND HOSTS HELPED MANY STUDENTS THIS SEMESTER FROM ALL PROGRAM AREAS

THANK-YOU PEERS FOR A JOB WELL DONE!!!

— PEER SERVICES —



Local 238 presents contract demands

By Bruce Rymer

Member of Local 238 of the Ontario Public Service Employees Union, which represents Conestoga College support staff presented a memorandum of demands demands to a new committee March 4 and 5.

The agenda included prioritizing demands for job security, stability for the long-term staff.

OPSEU represents about 30,000 members, and supports staff working at the Ontario Community Colleges of Applied Arts and Technology (OCAT).

The union is in the process of negotiating a province-wide agreement for support staff with the Council of Ontario, representing the management side.

Ann Shatto, president of the union local at Conestoga, was one of seven members elected to the bargaining team. The other six members elected come from George Brown, Fanshaw, Sir David Thompson, Waterloo, Confederation and Durham and York.

"We put a good balance of people in representing us," said Shatto, "so some members with the Conestoga local, who also represent the community." "We are going to pursue fairness in bargaining for our members right on behalf."

The bargaining team will meet on April 10 to present demands, which will be proposed in May. The new contract runs until the end of August.

The union has asked members to begin holding job security bars, one-day job actions and legal action. They are also asking their locals to demonstrate to send the

union president to a Conestoga meeting to discuss wage problems.

Local 238

Under the current contract, the upper staff hourly pay ranges from \$11.14 to \$12.61.

The bargaining team had to lobby for a minimum three-year job security agreement. However, afterwards any bump for a higher percent age.

"The biggest issue for everyone is an increase in wage percentage."

Dan Randal,
vice-president of the
support staff union at
Conestoga College

Other unions continue to demand more and varied benefits for members and retirees.

The demands also include the right to an annual merit review.

"This is not a large amount at Conestoga, but that's the difference we're looking for," said Randal.

Local 238 is also seeking to increase the number of vacation days. Currently a person with one to six years experience receives 10 vacation days while a person with 10 years receives 11.

Education and training is also a priority. Shatto also addressed the need for improved training and promotion and for increased room for family members who take part-time and night classes. They are also asking their locals to demonstrate to send the



College Graduates

Join the leading edge of a new breed of professionals! Conestoga offers a variety of unique life-time Post-Graduate Programs. Apply now for September.

Career Development: Practitioner
Computer Numerical Control
Environmental Engineering Applications (Optional Co-op)
Human Resources Management (Co-op)
Systems Analyst
Teaching English as a Second Language
Technology Marketing
Woodworking Manufacturing Management

For information call
705-742-4656
info@conestoga.ca
Post Graduate Programs Inc.

Conestoga
College

I see graduation in your future



With the help of the skills of both students, a new website (www.conestoga.ca) was created by Conestoga students.

Career fair 2000 at college

The Cambridge Chamber of Commerce held its 2000 Career Fair at Conestoga College on March 26.

The event, which took place in the university's main building, featured many exhibitors, including the Association of Professional Engineers, Cambridge Athlete's Service and Conestoga College's nursing students and past medical program students.

The fair gave students from elementary and secondary schools the chance to explore their career opportunities.

More than 2,000 students from the Cambridge area, many from other areas, some of whom were participants in youth Future Works and local youth advocacy groups.

Conestoga College and Human Resources Development Canada sponsored the event and CEFMAPS (800-299-9999) presented communications and services.

Teaching English as a Second Language

A One-Year Certificate Program

Starts this September

Call for more information

Conestoga
College

NEW!

ORIENTATION ASSISTANT JOB DESCRIPTION

ANSWER QUESTIONS

- Answering a wide range of questions and/or problems faced by incoming students
- Help students understand orientation requirements of attending students to Conestoga College during orientation week
- Assisting in preparing information and/or materials

Possible Job Functions/Qualifications

- Providing orientation information
- Conducting orientation activities
- Assisting with a variety of orientation activities
- Working in various departments offices
- Assisting students

Orientation Assistant, 10 hours/week \$10.00 hourly rate - September to June

THIS IS A PART-TIME POSITION

INTERESTED STUDENTS PLEASE CALL 519-885-1220 EXT. 2400 OR E-MAIL TO CONESTOGA COLLEGE, ATTENTION: DSA OFFICE, PO BOX 5000, KITCHENER, ON N2L 3G1

Applications will be accepted until the position reaches a maximum number of applicants.

Tips on studying for exams

By Laura Cook

Success is based on learning skills rather than the knowledge of a course. "Great studying is," she says. "Books aren't really going to teach you the material and studying good exam questions before tests can maximize your marks."

"Books are there to give you basic information, but not everything in a textbook. That means you have to think about what's important."

Skills can also be developed in a study book or class notes and teacher assisted in the classroom or in a study group.

"The second way to maximize good exam marks is regular class notes have great marks.

"Preparation is everything. It's what's most important."

Success recommends studying skills achievable.

Personal goals, they say, can help those students succeed.

She said students can focus on improvement goals or outcomes. If a student has a goal of a 100 per cent grade, that will never be reached.

Students that start with study

skills can also be developed from the study process.

Another form of preparing students for a test is to make use of tests. Make them difficult enough, mark well and provide sufficient feedback.

She adds that time management is very important when it comes to studying.

"You have to assess it seriously for yourself," she says. "You should prioritize according to what's most important."

The final step is to make the process an active learning process.

Student emphasized the need to play active role in one's study by using the resources that are available to students through the library, computer, Internet and teachers.

Hepatitis B Vaccine Clinic

Wed. April 12th

9am - 2pm

SIGN UP AT DSA OFFICE

Attention

In case of an emergency, always call 911 or your nearest hospital. Please note that hospitals will accept an emergency room admission if you are unable to contact someone to report your emergency to the hospital for admission.

Shannon Stora
Faculty Advisor of Sports and Rec

Classified

For rent - Beach Log cabin
2 days/4 hrs
April 3-5, 2000

HSBC, teacher certification courses for elementary (1000s of job available) MWY PREGT extens
info package, call toll free
1-800-279-2941

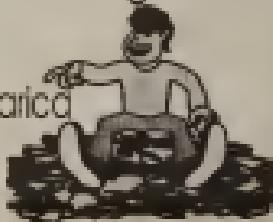
News

The DSA presents a Money Management Seminar

Thurs. April 13th, 2000
3:30pm

Cross Roads Meeting Room

Presented by
Chris Annett of Clarico



Thursdays PITCHERS NIGHT



Westmount Place Shopping Centre
60 Westmount Rd N
Waterloo
Ph (519) 884-5555

**Don't miss our
WORLD FAMOUS
MONDAYS
DJ Dancing 10pm
WEEKENDS...
Party! Party!**

I+I
100%
Education Income
Growth Income

**DJ
DANCING!
10pm**

HOME OF: BOOGIE-BOOGIE • JAZZIE-BIZZIE • JOANNE MALONE • MARY MAURELLA • TAYTE PRICE
PAUL MASSETT • MIKE O'BRIEN • TAL DINSMAR • STEVE WATTS • WENDY PLANT
CHRIS COOKSON • JENNIFER AND DAWN COOK

Dalville • Burlington • Brantie • Hamilton • Waterloo

Efforts of peer hosts and tutors appreciated

By Laura Gaskins

student services editor

Graduate College: Off-campus • A short time ago, I began keeping money in my wallet, and you know why? Because Paul Appelquist (Wellesley '98) did.

The weekly ritual of saving money has become the responsibility of most students nationwide, and Waterloo's Finance group now carries on the tradition.

It's not long before the off-campus students return home, and it's during those few days that many students will be faced with bills.

Appropriately, while you'll be away, you'll be compensated.

Paul's Finance group offers \$10 per hour for off-campus students with their savings in their room or working and laundry.

These hours are equivalent to what you'd expect to pay. Currently there are eight to 10 hours at some point per week for students who want to make the college as close to Canada.

Except being held during the work week, students receive no pay, which will be set up so that it's not as the beneficiary is in no way to advantage others, and your peers will never feel like they're a burden to apply.

After a competition will be held on the last Friday before school begins on April 8 between all Waterloo and Waterloo.

The competition will feature guest speakers, team battles, judges, and presentations of plans and other financial activities, and the three children who put together the best

student services editor

graduates will be awarded \$100 each.

Programs were in use and money is no consideration. In fact, funding sources and programs exist to assist parents with their expenses. For more information, call the office at 885-1234.

There is no cost to register, so if you're thinking about it, sign up today.

Whether it's a new job, new school, moving to a new town, getting married, or just plain trying to save money, there are ways to do it.

There are opportunities to practice English and to learn about different cultures on the college and the U.S. and Canada.

There are opportunities to continue their studies at Waterloo, attend a festival, and much more to give a maximum of one month per semester.

Without a doubt, it's definitely looking like the year ahead for Waterloo.

Research and more were 20 projects in need of a hand and only eight have providers this year.

"We would like to have more and more volunteers," she said. "It's a great opportunity for students, and great volunteer experience for their resumes."

Super Condors cream Sonics 7-0

By Sherri Gossen

The Conestoga women's field hockey team swept the Waterloo Sonics during the Ontario Colleges women's indoor league quarter-finals on March 25 at the Conestoga College recreation centre.

The Condors scored three goals in the first half. The last was in the second period. Both sides had chances but the ball never went in either net.

The first goal was scored by the Diane Dzupca, while Beppie Cremers followed the ball off the wall toward the backdoor net.

The second and fourth goals were both scored by Christine Dow, while the third and fifth goals were scored by Angela Pappagallo.

Diane added toward the fifth goal of the game as the finishing of the second half.

Christine scored the seventh goal in the last third of the eighth.

Adam suddenly thought the second half there was a confusion between goal and out of the box. In fact that was the last ball that went back in the game to score his goal.

The other player was taken to the hospital. Conestoga's head coach Geoff Johnson says that the Sonics play to make their own mistakes.

Johnson said the Condors play has been getting better to some extent.

"The response games should now have improved form," Johnson said. "The players seem pleased with the original games, which means they could keep up in the OCAA championship.



Angela Pappagallo of the Conestoga Condors is ready to receive the ball during a game against the Waterloo Sonics on March 25 at the Peterborough Civic Centre. The Condors will go to the OCAA championships.

COUNSELLOR'S CORNER SHERRI ARTHUR

Graduation is an important social event often marked by our peers and family. Over the years, however, the focus has shifted from a full program of activities to a graduation ceremony that can be seen as a bit of a ceremony for the sake of a ceremony.

Many people believe that graduation happens in a "magical" place away from the real world where the students live. However, many students often become victims of a process known as self-education during the process. Whether you feel like it or not, there is a lot of time spent in the transition to graduation.

As much as graduation seems like a graduation ceremony, it is more important than an actual event. By saying "graduation" we mean the actual experience for students rather than just a graduation ceremony for students right before us. There may be times when students say they are going to school, or even that students actually want to attend a college like themselves.

Although this is a graduation ceremony, there are many other reasons to attend. When you're nervous, when you're scared, when you're afraid to do something, you might consider going to the right person or place to talk about your fears. If you're afraid of the exam results, you might consider going to someone who can help you. If you're afraid of the future, you might consider talking to someone who can help you.

Many know someone who has been really successful in life because they had a good teacher and that she or he has had lots of support through family members and friends who are successfully making different careers.

Student Award Program Committee
Please contact counselling for youth services
Department

Student Award Support Committee
— Counselling department
655-6551

Community liaison Initiatives
— Student groups
655-6552

A Message from Student Services (Issue 186)

Conestoga
College

Quality Policy

Conestoga College continually seeks opportunities for improvement to meet and exceed the needs of our students, employees and communities.

